



EAST PALO ALTO CITY COUNCIL SPECIAL MEETING AGENDA

Tuesday, June 17, 2025, 5:30 PM
EPA Government Center
2415 University Avenue, First Floor
East Palo Alto, CA 94303

NOTICE

This meeting will be held virtually and in-person at the Council Chambers located on 2415 University Ave, First Floor East Palo Alto, CA 94303. The virtual portion of this City Council meeting will be conducted in accordance with City of East Palo Alto Resolution adopted pursuant to Assembly Bill 361.

The public may participate in the City Council Meeting via Zoom Meeting or by attending in-person in the Council Chambers at 2415 University Ave, First Floor East Palo Alto, CA 94303. Community members may provide comments by emailing cityclerk@cityofepa.org, submitting a speaker card at the meeting, or using the **RAISE HAND** feature when the Mayor or City Clerk call for public comment. Emailed comments should include the specific agenda item on which you are commenting.

Please click this URL to join

<https://us06web.zoom.us/j/82938131752>

Or join by phone:

Dial (for higher quality, dial a number based on your current location):

US: +1 669 900 6833 or

+ 1 346 248 7799 or

+ 1 253 215 8782 or

+ 1 312 626 6799 or

+ 1 929 205 6099 or

+ 1 301 715 8592

Webinar ID: 829 3813 1752

International numbers available: <https://zoom.us/u/aMWYF4KT>

1. **CALL TO ORDER AND ROLL CALL**
2. **APPROVAL OF THE AGENDA**
3. **APPROVAL OF CONSENT CALENDAR**

3.1 Juneteenth Proclamation

Recommendation:

Present the proclamation for Juneteenth.

3.2 Immigrant Heritage Month Proclamation

Recommendation:

Present the proclamation for Immigrant Heritage Month.

3.3 Council Technology Policy

Recommendation: Receive an informational report from staff concerning the Councilmember Technology Policy adopted by the City Manager.

3.4 Publicly available compensation schedule for Amended FY 2025-26

Recommendation: Adopt publicly available compensation schedule for Amended FY 2025-26

3.5 Extension of Measure HH Pilot Workforce Development Program Agreements

Recommendation:

Adopt a resolution:

1. Authorizing the City Manager to negotiate and execute amendments to the license and grant agreements with Live In Peace, JobTrain, and StreetCode Academy, in a form approved by the City Attorney, to extend the contract terms for the Pilot Workforce Development Program of each agreement through December 31, 2025, with the option for a one-year extension at the City Manager’s discretion; and

2. Finding the proposed actions being considered do not constitute “Projects” within the meaning of the California Environmental Quality Act (CEQA), pursuant to CEQA Guideline section 15378 (b)(5), in that they are government administrative activities that will not result in direct or indirect changes in the

environment.

3.6 City Council Meeting Minutes

Recommendation:

Adopt June 3, 2025, City Council Meeting Minutes.

4. STAFF INFORMATIONAL REPORTS

4.1 Automated License Plate Recognition (ALPR) Informational Update

Recommendation: Receive the report.

5. SPECIAL PRESENTATIONS

5.1 Ravenswood Promise Update

Recommendation: Accept the presentation.

6. ADJOURNMENT

This AGENDA is posted in accordance with Government Code Section 54954.2(a)

This Notice of Availability of Public Records: All public records relating to an open session item which are not exempt from disclosure pursuant to the Public Records Act, that are distributed to the majority of the City Council will be available for public inspection at the City Clerk's Office, 2415 University Avenue, East Palo Alto, CA at the same time that the public records are distributed or made available to the City Council. Such documents may also be available on the East Palo Alto website www.cityofepa.org subject to staff's ability to post the documents prior to the meeting. Information may be obtained by calling (650) 853-3100.

The City Council meeting packet may be reviewed by the public in the Library or the City Clerk's Office. Any writings or documents pertaining to an open session item provided to a majority of the City Council less than 72 hours prior to the meeting, shall be made available for public inspection at the front counter at the City Clerk's Office, 2ND Floor, City Hall, 2415 University Avenue, East Palo Alto, California 94303 during normal business hours. Information distributed to the Council at the Council meeting becomes part of the public record. A copy of written material, pictures, etc. should be provided for this purpose.

East Palo Alto City Council Chambers is ADA compliant. Requests for disability related modifications or accommodations, aids or services may be made by a person with a disability to the City Clerk's office at (650) 853-3127 no less than 72 hours prior to the meeting as required by Section 202 of the Americans with Disabilities Act of 1990 and the federal rules and regulations adopted in implementation thereof.

DECLARATION OF POSTING

This Notice is posted in accordance with Government Code §54954.2(a) or §54956. Members of the public can view electronic agendas and staff reports by accessing the City website. Under penalty of perjury, this Agenda was posted to the public at least 72 hours prior to the meeting.

POSTED: June 6, 2025

ATTEST:

James Colin

City Clerk



EAST PALO ALTO CITY COUNCIL STAFF REPORT

DATE: June 17, 2025
TO: Honorable Mayor and Members of the City Council
VIA: Melvin E. Gaines, City Manager
BY: James Colin, City Clerk
SUBJECT: Juneteenth Proclamation

Recommendation

Present the proclamation for Juneteenth.

Attachments

1. Proclamation

PROCLAMATION OF THE CITY OF EAST PALO ALTO DECLARING JUNE 19, 2025, AS JUNETEENTH NATIONAL FREEDOM DAY

WHEREAS, on September 22, 1862, President Abraham Lincoln issued the Emancipation Proclamation, officially ending slavery, changing the status of more than 3.5 million enslaved African Americans in the Confederate States of America; and

WHEREAS, the news of General Lee's surrender moved slowly, and reached Texas on June 19, 1865, when General Gordon Granger and his troops traveled to Galveston, Texas to announce: "The people of Texas are informed that, in accordance with a proclamation from the Executive of the United States, all slaves are free;" and

WHEREAS, in remembrance and celebration of the June 19, 1865, announcement of the abolition of slavery we celebrate "Juneteenth," also known as "Emancipation Day" or "Freedom Day" as the true anniversary and oldest known celebration commemorating the end of slavery in the United States; and

WHEREAS, Juneteenth observes an important milestone in the East Palo Alto's long march towards equality; a reminder of the great contributions African Americans have made as free citizens of our nation, as well as the injustices they suffered as slaves and the descendants thereof; and the courage of our forebears of all races and creeds who gave their lives to the fight against slavery and inequality; and

WHEREAS, throughout history there has been civil uprising due to continued systematic injustices on African Americans and in support of the Black Lives Matter movement along with support to BIPOC persons, we must stand in solidarity with those who are fighting for justice and human rights; and acknowledge that the struggle for equality continues.

NOW THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF EAST PALO ALTO HEREBY proclaim June 19, 2025, as "Juneteenth National Freedom Day" and encourage the community to unite in solidarity and continue to fight for justice.

Date: June 17, 2025



Martha Barragan, Mayor



EAST PALO ALTO CITY COUNCIL STAFF REPORT

DATE: June 17, 2025
TO: Honorable Mayor and Members of the City Council
VIA: Melvin E. Gaines, City Manager
BY: James Colin, City Clerk
SUBJECT: Immigrant Heritage Month Proclamation

Recommendation

Present the proclamation for Immigrant Heritage Month.

Attachments

1. Proclamation

PROCLAMATION OF THE CITY COUNCIL OF THE CITY OF EAST PALO ALTO RECOGNIZING JUNE AS IMMIGRANT HERITAGE MONTH

WHEREAS, generations of immigrants from around the world have shaped the City of East Palo Alto and continue to contribute to the cultural, economic, and social fabric of our community; and

WHEREAS, according to the U.S. Census Bureau, an estimated 41.9% of East Palo Alto’s residents are foreign-born, reflecting the city’s rich and diverse immigrant heritage; and

WHEREAS, immigrant families and individuals bring innovation, resilience, and a wealth of traditions that strengthen our neighborhoods, schools, businesses, and institutions; and

WHEREAS, across California and here in East Palo Alto, immigrants are vital to the collective success of our cities and our state, representing a significant portion of the workforce, small business ownership, and civic life; and

WHEREAS, East Palo Alto is committed to advancing equity, inclusion, and opportunity for all residents, regardless of their country of origin, and recognizes that our community’s diversity is a source of strength and pride; and

WHEREAS, Immigrant Heritage Month provides an opportunity to celebrate the contributions of immigrant residents and recommit to a future in which all individuals—regardless of immigration status—can thrive with dignity and respect.

NOW, THEREFORE, BE IT PROCLAIMED that the City Council of the City of East Palo Alto hereby recognizes the month of June 2025 as Immigrant Heritage Month and encourages all residents to honor and celebrate the diverse immigrant communities that are woven into the heart and identity of East Palo Alto.



Dated: June 17, 2025

Martha Barragan, Mayor



EAST PALO ALTO CITY COUNCIL STAFF REPORT

DATE: June 17, 2025

TO: Honorable Mayor and Members of the City Council

VIA: Melvin E. Gaines, City Manager

BY: Orly Amey, Assistant to the City Manager
Jimmie Tulabing, Information Technology Manager
Shiri Klima, Assistant City Manager

SUBJECT: Informational Report on Councilmember Technology Policy Adopted by the City Manager

Recommendation

Receive an informational report from staff concerning the Councilmember Technology Policy adopted by the City Manager.

Alignment with City Council Strategic Plan

This recommendation is primarily aligned with:

Priority: Ensure Our Financial and Organizational Health

Background

As the governing body of the City of East Palo Alto, the City Council adopts policy in many ways, including by passing resolutions, adopting ordinances, and approving the City's budget. The City Manager, in turn, is responsible for implementing and administering internal policies and procedures that support efficient, secure, and effective City operations.

In response to Council requests and in alignment with best practices in public agency governance, the City Manager adopted a new administrative policy regarding the provision of technology to Councilmembers. The Council Technology Policy establishes guidelines for issuing and managing City-owned equipment used to conduct official City business.

CONSENT ITEM 3.3

Historically, the City of East Palo Alto did not issue dedicated technology such as laptops to Councilmembers; iPads were made available for meeting use, but this practice was phased out following the installation of desktop computers at the dais. Councilmembers have since relied on personal devices, which presents challenges related to cybersecurity, technical support, and compliance with the California Public Records Act (CPRA).

Analysis

To address requests by a Councilmember for devices as well as the concerns above, staff conducted a review of technology provision practices in 14 neighboring cities and in San Mateo County. This research revealed that the majority of peer jurisdictions provide Councilmembers with City-issued and IT-managed devices to ensure standardized security protocols, reduce risk, and support legal compliance. Examples include the cities of Cupertino and Menlo Park, where Councilmembers are issued a suite of devices managed by city IT Departments.

The City Manager's Council Technology Policy mirrors those practices. Under the new policy, upon request, each Councilmember may receive a City-issued laptop and mobile phone, equipped with productivity tools, video conferencing software, and cybersecurity protections such as endpoint security and multifactor authentication. Each Councilmember can also request a webcam, keyboard, and mouse for home office use. For each device requested, the IT Manager shall offer the Councilmember the same options as are available to City staff. Councilmembers may select from a limited set of standardized device options as determined by the IT Manager. A Councilmember may not request a unique device outside of these standard options unless he or she needs a reasonable accommodation (e.g., a lighter laptop for physical accessibility needs) or can demonstrate a particular need related to his or her City responsibilities that materially affects the ability to perform core duties.

Equipment and software will be managed and supported by the Information Technology Division of the City Manager's Office. A Councilmember must return his or her laptop at the conclusion of each term. Should the Councilmember serve another term, he or she may request a laptop again, which may need to be replaced due to age and functionality of the laptop (at the discretion of the IT Manager). Councilmembers must return all other equipment – webcam, keyboard, mouse, and cell phone – when they separate from the City.

Councilmembers who opt not to use City-issued technology must confirm in writing that their personal devices used for City business meet minimum security standards, including up-to-date antivirus protection and software updates. All technology used for official business is considered public property with respect to the CPRA compliance.

The policy supports the City's cybersecurity posture, enables consistent IT support, and ensures transparency in accordance with State law.

Fiscal Impact

CONSENT ITEM 3.3

There is no fiscal impact associated with this informational item. Costs for Councilmember equipment are already incorporated into the Information Technology budget.

Public Notice

The public was provided notice by making the agenda and report available on the City's website and on a bulletin board located at City Hall: 2415 University Avenue, East Palo Alto.

Environmental

The action being considered does not constitute a "Project" within the meaning of the California Environmental Quality Act (CEQA), pursuant to CEQA Guideline section 15378 (b)(5), in that it is a government administrative activity that will not result in direct or indirect changes in the environment.

Government Code § 84308

Applicability of Levine Act: No, as this does not relate to an entitlement or contract.

Attachments

1. Councilmember Technology Policy

CITY OF EAST PALO ALTO ADMINISTRATIVE MANUAL

SUBJECT: Councilmember Technology Policy

ITEM NUMBER: I-1

SIGNED: *Melvin James*

EFFECTIVE DATE: July 1, 2025

Authority and Purpose

This administrative policy is issued under the authority of the City Manager to promote cybersecurity, compliance, and operational efficiency in the provision and management of technology used by City Councilmembers. It establishes standards for City-issued hardware and software and sets expectations for technology use in the performance of official City duties.

Scope and Applicability

This policy applies to all members of the East Palo Alto City Council. It governs the issuance, use, support, and return of City-owned devices, as well as expectations for personal device use when applicable. This technology is in addition to City technology equipment and software residing within the Council's chambers at City Hall.

Technology Provision

To facilitate communications with residents, staff and other Councilmembers, each Councilmember may request to be issued the following technology hardware at the beginning of each term.

- 1 Laptop with access to the Internet (subject to the City's Acceptable Use Policy – Policy I-2)
- 1 Webcam
- 1 Mobile Phone with voice and data plan (subject to the City's Acceptable Use Policy – Policy I-2)

This policy also governs the issuance, management, and return of City-issued cell phones, including those previously provided to Councilmembers prior to the adoption of this policy.

All City-issued devices will be configured, maintained, and secured by the Information Technology Division in accordance with City cybersecurity standards, including regular operating system updates, software updates and multifactor authentication where applicable.

IT staff will review the submitted acknowledgment and may request verification or recommend City-issued equipment if minimum security standards are not met.

City-Provided Technical Support

The City's Information Technology Division will provide technical support and maintenance for all City-issued technology. For assistance, Councilmembers may contact:

- **Email:** jtulabing@cityofepa.org
- **Phone:** 650-853-3178

If repairs are required for City-issued technology, Councilmembers may be asked to bring the equipment to City Hall. City staff will not repair personal devices not issued by the City.

**CITY OF EAST PALO ALTO
ADMINISTRATIVE MANUAL**

SUBJECT: Councilmember Technology Policy

ITEM NUMBER: I-1

SIGNED:

EFFECTIVE DATE: July 1, 2025

Use and Data Ownership

City-issued devices are to be used solely for official City business. Any data, communication, or files related to City business, regardless of device ownership, may be considered public records under the California Public Records Act and may be subject to disclosure.

Councilmembers are expected to comply with all relevant public records and open meeting laws, including the Brown Act.

Return of Equipment

Each Councilmember must return his or her City-issued laptop to the Information Technology Division at the conclusion of his or her term. Should the Councilmember serve another term, he or she may request a laptop again, and he or she may be issued old or new devices at the discretion of the IT Manager. A Councilmember must return his or her webcam and cell phone upon separation from the City. Equipment and software are not available for personal purchase.

Councilmembers must not wipe, reset, or otherwise alter City-issued devices prior to return. All data on City devices is considered City property and may be subject to the California Public Records Act, records retention requirements, or legal holds.

Devices will not be repurposed or wiped by IT staff until the City confirms that no data subject to public records retention, active litigation, or legal discovery obligations remains on the device.



EAST PALO ALTO CITY COUNCIL STAFF REPORT

DATE: June 17, 2025
TO: Honorable Mayor and Members of the City Council
VIA: Melvin E. Gaines, City Manager
BY: Ana M Torres-Mondragon, Human Resources Manager
SUBJECT: Adopt Publicly Available Compensation Schedule for FY 2025-26

Recommendation

Adopt a resolution approving the Publicly Available Compensation Schedule for FY 2025-26.

Alignment with City Council Strategic Plan

This recommendation is primarily aligned with:

Priority: Ensure Our Financial and Organizational Health

Background

Compensation consisting of salary and benefits paid to employees of the City of East Palo Alto is governed by the City's Municipal Code, Personnel Policies and Procedures, negotiated and authorized memoranda of understanding with the three employee bargaining units Management Employees' Association (MEA), Service Employees International Union Local 521 (SEIU), Police Officer Association (POA), and authorized compensation for unrepresented employees. As a member of the California Public Employees' Retirement System (CalPERS), the City also is subject to applicable provisions of the Public Employee Retirement Law (PERL) referenced in the California Government Code and the California Code of Regulations.

In accordance with East Palo Alto Municipal Code section 2.8.110, and as further codified in the City's Personnel Policies and Procedures approved by the City Council on August 28, 1985 (Resolution No. 00210), Rule 3.9.01 states that "annually, the City Council shall establish the pay range and steps assigned to each classification in the City service." The City maintains a Classification and Compensation Schedule inclusive of all authorized employee classifications. This includes the salary ranges that depict salary steps associated with such authorized classifications.

 **CONSENT ITEM X.X**

In addition to local policy requirements, Title 2 of the California Code of Regulations (C.C.R.) section 570.5 requires the City adopt a publicly available pay schedule for purposes of determining the amount of “compensation earnable” pursuant to California Government Code sections 20630, 20636, and 20636.1. Generally, compensation earnable is calculated using employee payrate and special compensation earned while working for the contracting agency (the City). It is paramount to have a properly adopted and administered pay schedule to assure both transparency and the accuracy of employee retirement benefits.

The City’s Compensation Schedule is required to meet eight criteria contained in 2 C.C.R. section 570.5, including that the schedule must be approved by the governing body (City Council). The schedule must be publicly accessible, and available for auditing purposes for at least five years. The schedule also requires the following: position titles; payrates for each position (ranges or steps); the time bases for how pay is calculated (i.e., hourly, bi-weekly); payrates’ effective dates; and any applicable revision dates. The schedule may not reference another document in lieu of disclosing the payrates.

Analysis

The City is presenting for adoption of the Fiscal Year 2025-26 City of East Palo Alto Compensation Schedule reflecting the following:

Citywide Update:

- SEIU and MEA
3% cost of living adjustment (COLA) increase effective 7/6/25 (pay date 7/25/25) approved via FY 2024-27 MOUs
- Unrepresented staff
3% cost of living adjustment (COLA) increase effective 7/6/25 (pay date 7/25/25), excluding City Manager and City Attorney, list in Attachment B
- POA
2.93% cost of living adjustment (COLA) increase effective 7/6/25 (pay date 7/25/25) approved via FY 2024-27 MOUs
- Assistant City Manager adjustment
Approved during FY 2025-26 budget cycle

To remain in compliance with the City compensation ordinance, personnel policies, and CCR section 570.5, staff is presenting the FY 2025-26 Annual Compensation Schedule. The City is presenting for adoption the Fiscal Year 2025-26 Compensation Schedule for all City classifications with the exception of the City Manager and City Attorney contractual classifications.

Fiscal Impact

No fiscal impact is associated with approval of the schedule.

Public Notice

The public was provided notice by making the agenda and report available on the City's website and on a bulletin board located at City Hall: 2415 University Avenue, East Palo Alto.

Environmental

The action being considered does not constitute a "Project" within the meaning of the California Environmental Quality Act (CEQA), pursuant to CEQA Guideline section 15378 (b)(5), in that it is a government administrative activity that will not result in direct or indirect changes in the environment.

Government Code § 84308

Applicability of Levine Act: No, as the entitlement involves a personnel contract, the Levine Act is not applicable.

Analysis of Levine Act Compliance: Not applicable.

Attachments

1. Resolution.
 - a. Attachment A: FY 2025-26 Citywide Compensation Schedule

RESOLUTION NO. XX– 2025

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF EAST PALO ALTO**

**ADOPTING THE PUBLICLY AVAILABLE COMPENSATION SCHEDULE FOR FISCAL YEAR
(FY) 2025-26**

WHEREAS, in accordance with East Palo Alto Municipal Code § 2.80.110 (Compensation plan), and as further codified in the City’s Personnel Policies and Procedures approved by the City Council on August 28, 1985 (Resolution No. 00210) Rule 3.9.01 states that “annually, the City Council shall establish the pay range and steps assigned to each classification in the City service.” The City maintains a Compensation Schedule inclusive of all authorized employee classifications. This includes the salary ranges that depict salary steps associated with such authorized classifications; and

WHEREAS, as a member of the California Public Employees’ Retirement System (CalPERS), the City also is subject to applicable provisions of the Public Employee Retirement Law (PERL) referenced in the California Government Code and the California Code of Regulations; and

WHEREAS, the City’s Compensation Schedule is required to meet eight criteria contained in 2 C.C.R. § 570.5, including that it must be approved by the governing body (City Council), must be publicly accessible, and available for auditing purposes for at least five years. The schedule also is required to include the following: position titles; payrates for each position (ranges or steps); the time bases for how pay is calculated (i.e., hourly, bi-weekly, etc.); payrates’ effective dates; and any applicable revision dates. The schedule may not reference another document in lieu of disclosing the payrates; and

WHEREAS, POA will receive 2.93% Cost of Living Adjustment (COLA). SEIU, MEA, and unrepresented staff will be receiving 3% Cost of Living Adjustment (COLA) effective 7/6/25 (pay date 7/25/25) approved via FY 2024-27 MOUs; and

WHEREAS, the Assistant City Manager’s compensation adjustment approved during FY 2025-26 budget cycle ; and

WHEREAS, to remain in compliance with City compensation ordinance, personnel policies, and CCR §570.5, staff is presenting the FY 2025-26 Annual Compensation Schedule.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of East Palo Alto hereby:

1. Finds the foregoing recitals are true and correct, and are incorporated by this action: and
2. Adopt Fiscal Year (FY) 2025-26 Compensation Schedule, attached hereto as **Exhibit A**; and
3. The proposed action is not a “project” within the meaning of the California Environmental Quality Act (CEQA), pursuant to CEQA Guideline section 15378(b)(2), in that it is government administrative activity that will not result in direct or indirect changes in the environment.

PASSED AND ADOPTED this 17th day of June 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Martha Barragan. Mayor

ATTEST:

APPROVED AS TO FORM:

James Colin, City Clerk

John D. Lê, City Attorney

**CITY OF EAST PALO ALTO
COMPENSATION SCHEDULE - FY 2025-26
Rates Effective 7/6/2025**

Accountant I (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|-----------|-----------|-----------|
| Hourly | 38.0462 | 39.9485 | 41.9459 | 44.0432 | 46.2454 |
| Bi-Weekly | 3,043.70 | 3,195.88 | 3,355.68 | 3,523.46 | 3,699.63 |
| Monthly | 6,594.68 | 6,924.41 | 7,270.63 | 7,634.16 | 8,015.87 |
| Annual | 79,136.11 | 83,092.92 | 87,247.56 | 91,609.94 | 96,190.44 |

Accountant II (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|-----------|------------|------------|
| Hourly | 42.0360 | 44.1377 | 46.3446 | 48.6619 | 51.0950 |
| Bi-Weekly | 3,362.88 | 3,531.02 | 3,707.57 | 3,892.95 | 4,087.60 |
| Monthly | 7,286.23 | 7,650.54 | 8,033.07 | 8,434.72 | 8,856.46 |
| Annual | 87,434.78 | 91,806.52 | 96,396.84 | 101,216.69 | 106,277.52 |

Accountant Senior (MEA)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|------------|------------|------------|------------|
| Hourly | 51.3350 | 53.9017 | 56.5968 | 59.4267 | 62.3980 |
| Bi-Weekly | 4,106.80 | 4,312.14 | 4,527.75 | 4,754.13 | 4,991.84 |
| Monthly | 8,898.07 | 9,342.97 | 9,810.12 | 10,300.62 | 10,815.65 |
| Annual | 106,776.79 | 112,115.63 | 117,721.41 | 123,607.48 | 129,787.85 |

Account Technician I (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|-----------|-----------|-----------|
| Hourly | 31.7903 | 33.3798 | 35.0488 | 36.8012 | 38.6413 |
| Bi-Weekly | 2,543.22 | 2,670.38 | 2,803.90 | 2,944.10 | 3,091.30 |
| Monthly | 5,510.32 | 5,785.83 | 6,075.12 | 6,378.88 | 6,697.82 |
| Annual | 66,123.80 | 69,429.99 | 72,901.49 | 76,546.56 | 80,373.89 |

Account Technician II (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|-----------|-----------|-----------|
| Hourly | 34.1746 | 35.8833 | 37.6775 | 39.5613 | 41.5394 |
| Bi-Weekly | 2,733.96 | 2,870.66 | 3,014.20 | 3,164.91 | 3,323.15 |
| Monthly | 5,923.59 | 6,219.77 | 6,530.76 | 6,857.30 | 7,200.16 |
| Annual | 71,083.08 | 74,637.24 | 78,369.10 | 82,287.55 | 86,401.93 |

Administrative Assistant (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|-----------|-----------|-----------|
| Hourly | 38.1329 | 40.0395 | 42.0415 | 44.1436 | 46.3507 |
| Bi-Weekly | 3,050.63 | 3,203.16 | 3,363.32 | 3,531.48 | 3,708.06 |
| Monthly | 6,609.70 | 6,940.18 | 7,287.19 | 7,651.55 | 8,034.13 |
| Annual | 79,316.36 | 83,282.17 | 87,446.28 | 91,818.60 | 96,409.53 |

| Assistant City Manager / Assistant General Manager (Executive) | | | | | |
|--|-----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 103.5157 | 108.6915 | 114.1261 | 119.8324 | 125.8240 |
| Bi-Weekly | 8,281.26 | 8,695.32 | 9,130.09 | 9,586.59 | 10,065.92 |
| Monthly | 17,942.72 | 18,839.86 | 19,781.85 | 20,770.94 | 21,809.49 |
| Annual | 215,312.68 | 226,078.31 | 237,382.23 | 249,251.34 | 261,713.90 |

| Assistant to the City Manager (Non Bargaining- MEA) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 68.6850 | 72.1192 | 75.7252 | 79.5115 | 83.4870 |
| Bi-Weekly | 5,494.80 | 5,769.54 | 6,058.02 | 6,360.92 | 6,678.96 |
| Monthly | 11,905.40 | 12,500.67 | 13,125.70 | 13,781.99 | 14,471.09 |
| Annual | 142,864.80 | 150,008.04 | 157,508.44 | 165,383.86 | 173,653.06 |

| Assistant Engineer (SEIU) | | | | | |
|----------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 45.6640 | 47.9472 | 50.3446 | 52.8618 | 55.5049 |
| Bi-Weekly | 3,653.12 | 3,835.78 | 4,027.57 | 4,228.94 | 4,440.39 |
| Monthly | 7,915.09 | 8,310.85 | 8,726.39 | 9,162.71 | 9,620.85 |
| Annual | 94,981.13 | 99,730.19 | 104,716.70 | 109,952.53 | 115,450.16 |

| Assistant Planner (SEIU) | | | | | |
|---------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 44.8717 | 47.1153 | 49.4710 | 51.9446 | 54.5418 |
| Bi-Weekly | 3,589.74 | 3,769.22 | 3,957.68 | 4,155.57 | 4,363.35 |
| Monthly | 7,777.76 | 8,166.65 | 8,574.98 | 9,003.73 | 9,453.92 |
| Annual | 93,333.14 | 97,999.79 | 102,899.78 | 108,044.77 | 113,447.01 |

| Associate Engineer (SEIU) | | | | | |
|----------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 52.8619 | 55.5050 | 58.2802 | 61.1942 | 64.2539 |
| Bi-Weekly | 4,228.95 | 4,440.40 | 4,662.42 | 4,895.54 | 5,140.31 |
| Monthly | 9,162.72 | 9,620.86 | 10,101.90 | 10,607.00 | 11,137.35 |
| Annual | 109,952.67 | 115,450.31 | 121,222.82 | 127,283.96 | 133,648.16 |

| Associate Planner (SEIU) | | | | | |
|---------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 49.0607 | 51.5137 | 54.0894 | 56.7939 | 59.6336 |
| Bi-Weekly | 3,924.86 | 4,121.10 | 4,327.15 | 4,543.51 | 4,770.69 |
| Monthly | 8,503.85 | 8,929.05 | 9,375.50 | 9,844.27 | 10,336.49 |
| Annual | 102,046.25 | 107,148.56 | 112,505.99 | 118,131.29 | 124,037.85 |

| Building Inspector I (SEIU) | | | | | |
|------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 44.0603 | 46.2633 | 48.5765 | 51.0053 | 53.5556 |
| Bi-Weekly | 3,524.83 | 3,701.07 | 3,886.12 | 4,080.43 | 4,284.45 |
| Monthly | 7,637.12 | 8,018.98 | 8,419.93 | 8,840.92 | 9,282.97 |
| Annual | 91,645.46 | 96,227.73 | 101,039.12 | 106,091.08 | 111,395.63 |

| Building Inspector II (SEIU) | | | | | |
|-------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 49.3413 | 51.8084 | 54.3988 | 57.1187 | 59.9747 |
| Bi-Weekly | 3,947.30 | 4,144.67 | 4,351.90 | 4,569.50 | 4,797.97 |
| Monthly | 8,552.49 | 8,980.12 | 9,429.12 | 9,900.58 | 10,395.61 |
| Annual | 102,629.92 | 107,761.41 | 113,149.48 | 118,806.96 | 124,747.31 |

| Building Inspector / Neighborhood Preservation Officer I (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 50.6693 | 53.2028 | 55.8629 | 58.6561 | 61.5889 |
| Bi-Weekly | 4,053.55 | 4,256.22 | 4,469.03 | 4,692.49 | 4,927.11 |
| Monthly | 8,782.68 | 9,221.82 | 9,682.91 | 10,167.05 | 10,675.41 |
| Annual | 105,392.20 | 110,661.81 | 116,194.90 | 122,004.64 | 128,104.88 |

| Building Inspector / Neighborhood Preservation Officer II (SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 56.7424 | 59.5796 | 62.5585 | 65.6865 | 68.9708 |
| Bi-Weekly | 4,539.40 | 4,766.37 | 5,004.68 | 5,254.92 | 5,517.66 |
| Monthly | 9,835.36 | 10,327.13 | 10,843.48 | 11,385.66 | 11,954.94 |
| Annual | 118,024.29 | 123,925.51 | 130,121.78 | 136,627.87 | 143,459.27 |

| Building Permit Technician (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 33.0329 | 34.6846 | 36.4188 | 38.2397 | 40.1517 |
| Bi-Weekly | 2,642.63 | 2,774.77 | 2,913.50 | 3,059.18 | 3,212.14 |
| Monthly | 5,725.71 | 6,011.99 | 6,312.59 | 6,628.22 | 6,959.63 |
| Annual | 68,708.49 | 72,143.92 | 75,751.11 | 79,538.67 | 83,515.60 |

| Chief Building Official (MEA) | | | | | |
|--------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 75.5534 | 79.3311 | 83.2976 | 87.4625 | 91.8356 |
| Bi-Weekly | 6,044.27 | 6,346.48 | 6,663.81 | 6,997.00 | 7,346.85 |
| Monthly | 13,095.92 | 13,750.72 | 14,438.25 | 15,160.16 | 15,918.17 |
| Annual | 157,151.04 | 165,008.59 | 173,259.02 | 181,921.97 | 191,018.07 |

| City Clerk- Public Information Officer (Non Bargaining- MEA) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 58.5174 | 61.4433 | 64.5155 | 67.7413 | 71.1283 |
| Bi-Weekly | 4,681.40 | 4,915.46 | 5,161.24 | 5,419.30 | 5,690.27 |
| Monthly | 10,143.02 | 10,650.17 | 11,182.68 | 11,741.82 | 12,328.91 |
| Annual | 121,716.28 | 127,802.09 | 134,192.19 | 140,901.80 | 147,946.89 |

| City Engineer (MEA) | | | | | |
|----------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 79.3554 | 83.3232 | 87.4893 | 91.8638 | 96.4570 |
| Bi-Weekly | 6,348.43 | 6,665.86 | 6,999.15 | 7,349.11 | 7,716.56 |
| Monthly | 13,754.94 | 14,442.69 | 15,164.82 | 15,923.06 | 16,719.21 |
| Annual | 165,059.27 | 173,312.23 | 181,977.85 | 191,076.74 | 200,630.57 |

| Community & Economic Development Director (Executive) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 89.3262 | 93.7925 | 98.4821 | 103.4062 | 108.5765 |
| Bi-Weekly | 7,146.09 | 7,503.40 | 7,878.57 | 8,272.50 | 8,686.12 |
| Monthly | 15,483.20 | 16,257.36 | 17,070.23 | 17,923.74 | 18,819.93 |
| Annual | 185,798.43 | 195,088.36 | 204,842.77 | 215,084.91 | 225,839.16 |

| Community Services Manager (MEA) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 58.0515 | 60.9541 | 64.0018 | 67.2019 | 70.5620 |
| Bi-Weekly | 4,644.12 | 4,876.33 | 5,120.14 | 5,376.15 | 5,644.96 |
| Monthly | 10,062.26 | 10,565.38 | 11,093.64 | 11,648.33 | 12,230.74 |
| Annual | 120,747.15 | 126,784.51 | 133,123.74 | 139,779.92 | 146,768.92 |

| Community Services Officer (PT) (Non Bargaining- SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 32.6157 | 34.2465 | 35.9588 | 37.7567 | 39.6446 |
| Bi-Weekly | 1,174.16 | 1,232.87 | 1,294.52 | 1,359.24 | 1,427.20 |
| Monthly | 2,544.02 | 2,671.23 | 2,804.79 | 2,945.03 | 3,092.28 |
| Annual | 30,528.29 | 32,054.70 | 33,657.44 | 35,340.31 | 37,107.32 |

| Community Services Officer (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 32.6157 | 34.2465 | 35.9588 | 37.7567 | 39.6446 |
| Bi-Weekly | 2,609.26 | 2,739.72 | 2,876.70 | 3,020.54 | 3,171.57 |
| Monthly | 5,653.39 | 5,936.06 | 6,232.86 | 6,544.50 | 6,871.73 |
| Annual | 67,840.64 | 71,232.67 | 74,794.30 | 78,534.02 | 82,460.72 |

| Deputy City Attorney I (Non Bargaining- MEA) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 57.2152 | 60.0759 | 63.0797 | 66.2337 | 69.5454 |
| Bi-Weekly | 4,577.21 | 4,806.08 | 5,046.38 | 5,298.70 | 5,563.63 |
| Monthly | 9,917.30 | 10,413.16 | 10,933.82 | 11,480.51 | 12,054.54 |
| Annual | 119,007.59 | 124,957.97 | 131,205.86 | 137,766.16 | 144,654.46 |

Deputy City Attorney II (Non Bargaining- MEA)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|------------|------------|------------|------------|------------|
| Hourly | 71.2417 | 74.8037 | 78.5439 | 82.4711 | 86.5947 |
| Bi-Weekly | 5,699.33 | 5,984.30 | 6,283.51 | 6,597.69 | 6,927.57 |
| Monthly | 12,348.55 | 12,965.98 | 13,614.28 | 14,295.00 | 15,009.75 |
| Annual | 148,182.66 | 155,591.79 | 163,371.38 | 171,539.95 | 180,116.95 |

Deputy City Clerk (MEA)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|-----------|-----------|-----------|-----------|------------|
| Hourly | 40.6291 | 42.6606 | 44.7936 | 47.0333 | 49.3850 |
| Bi-Weekly | 3,250.33 | 3,412.85 | 3,583.49 | 3,762.66 | 3,950.80 |
| Monthly | 7,042.38 | 7,394.50 | 7,764.23 | 8,152.44 | 8,560.06 |
| Annual | 84,508.62 | 88,734.05 | 93,170.75 | 97,829.29 | 102,720.75 |

Director of Finance / District Treasurer (Executive)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|------------|------------|------------|------------|------------|
| Hourly | 94.9072 | 99.6525 | 104.6352 | 109.8669 | 115.3603 |
| Bi-Weekly | 7,592.57 | 7,972.20 | 8,370.81 | 8,789.35 | 9,228.82 |
| Monthly | 16,450.58 | 17,273.11 | 18,136.76 | 19,043.60 | 19,995.78 |
| Annual | 197,406.95 | 207,277.30 | 217,641.16 | 228,523.22 | 239,949.38 |

Electrician - Apprentice (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|-----------|-----------|------------|------------|------------|
| Hourly | 44.0002 | 46.2002 | 48.5102 | 50.9357 | 53.4825 |
| Bi-Weekly | 3,520.01 | 3,696.01 | 3,880.81 | 4,074.86 | 4,278.60 |
| Monthly | 7,626.70 | 8,008.03 | 8,408.43 | 8,828.85 | 9,270.30 |
| Annual | 91,520.35 | 96,096.36 | 100,901.18 | 105,946.24 | 111,243.55 |

Electrician - Journeyman (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|-----------|------------|------------|------------|------------|
| Hourly | 46.4950 | 48.8198 | 51.2608 | 53.8238 | 56.5150 |
| Bi-Weekly | 3,719.60 | 3,905.58 | 4,100.86 | 4,305.90 | 4,521.20 |
| Monthly | 8,059.14 | 8,462.09 | 8,885.20 | 9,329.46 | 9,795.93 |
| Annual | 96,709.64 | 101,545.13 | 106,622.38 | 111,953.50 | 117,551.18 |

Electrician - Lead (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|------------|------------|------------|------------|------------|
| Hourly | 49.7695 | 52.2580 | 54.8709 | 57.6144 | 60.4952 |
| Bi-Weekly | 3,981.56 | 4,180.64 | 4,389.67 | 4,609.16 | 4,839.61 |
| Monthly | 8,626.72 | 9,058.05 | 9,510.95 | 9,986.50 | 10,485.83 |
| Annual | 103,520.60 | 108,696.63 | 114,131.46 | 119,838.03 | 125,829.93 |

| Environmental Services Aide FT (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 27.3863 | 28.7556 | 30.1934 | 31.7031 | 33.2883 |
| Bi-Weekly | 2,190.91 | 2,300.45 | 2,415.47 | 2,536.25 | 2,663.06 |
| Monthly | 4,746.96 | 4,984.31 | 5,233.53 | 5,495.20 | 5,769.96 |
| Annual | 56,963.57 | 59,811.75 | 62,802.34 | 65,942.45 | 69,239.58 |

| Environmental Services Aide PT (0.45 FTE, 936 Hrs) (Non Bargaining- SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 27.3863 | 28.7556 | 30.1934 | 31.7031 | 33.2883 |
| Bi-Weekly | 985.91 | 1,035.20 | 1,086.96 | 1,141.31 | 1,198.38 |
| Monthly | 2,136.13 | 2,242.94 | 2,355.09 | 2,472.84 | 2,596.48 |
| Annual | 25,633.61 | 26,915.29 | 28,261.05 | 29,674.10 | 31,157.81 |

| Executive Assistant to the City Manager (Non Bargaining- SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 43.5229 | 45.6990 | 47.9840 | 50.3832 | 52.9023 |
| Bi-Weekly | 3,481.83 | 3,655.92 | 3,838.72 | 4,030.66 | 4,232.19 |
| Monthly | 7,543.97 | 7,921.17 | 8,317.22 | 8,733.09 | 9,169.74 |
| Annual | 90,527.62 | 95,054.00 | 99,806.70 | 104,797.03 | 110,036.88 |

| Financial Service Manager (MEA) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 65.9617 | 69.2598 | 72.7228 | 76.3589 | 80.1768 |
| Bi-Weekly | 5,276.93 | 5,540.78 | 5,817.82 | 6,108.71 | 6,414.15 |
| Monthly | 11,433.36 | 12,005.03 | 12,605.28 | 13,235.54 | 13,897.32 |
| Annual | 137,200.29 | 144,060.31 | 151,263.32 | 158,826.49 | 166,767.81 |

| Fiscal Analyst (MEA) | | | | | |
|-----------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 55.5222 | 58.2983 | 61.2132 | 64.2739 | 67.4876 |
| Bi-Weekly | 4,441.77 | 4,663.86 | 4,897.06 | 5,141.91 | 5,399.00 |
| Monthly | 9,623.84 | 10,105.04 | 10,610.29 | 11,140.80 | 11,697.84 |
| Annual | 115,486.13 | 121,260.44 | 127,323.46 | 133,689.63 | 140,374.11 |

| Grants Coordinator (SEIU) | | | | | |
|----------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 41.6347 | 43.7164 | 45.9022 | 48.1973 | 50.6072 |
| Bi-Weekly | 3,330.77 | 3,497.31 | 3,672.18 | 3,855.79 | 4,048.57 |
| Monthly | 7,216.67 | 7,577.51 | 7,956.38 | 8,354.20 | 8,771.91 |
| Annual | 86,600.09 | 90,930.09 | 95,476.60 | 100,250.43 | 105,262.95 |

| Housing Project Manager (MEA) | | | | | |
|--------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 56.1060 | 58.9113 | 61.8569 | 64.9497 | 68.1972 |
| Bi-Weekly | 4,488.48 | 4,712.90 | 4,948.55 | 5,195.98 | 5,455.77 |
| Monthly | 9,725.04 | 10,211.29 | 10,721.86 | 11,257.95 | 11,820.85 |
| Annual | 116,700.47 | 122,535.49 | 128,662.27 | 135,095.38 | 141,850.15 |

| Housing Specialist I (SEIU) | | | | | |
|------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 36.6678 | 38.5012 | 40.4263 | 42.4476 | 44.5699 |
| Bi-Weekly | 2,933.42 | 3,080.10 | 3,234.10 | 3,395.81 | 3,565.60 |
| Monthly | 6,355.75 | 6,673.54 | 7,007.22 | 7,357.58 | 7,725.46 |
| Annual | 76,269.04 | 80,082.49 | 84,086.62 | 88,290.95 | 92,705.50 |

| Housing Specialist II (SEIU) | | | | | |
|-------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 45.8075 | 48.0979 | 50.5028 | 53.0279 | 55.6793 |
| Bi-Weekly | 3,664.60 | 3,847.83 | 4,040.22 | 4,242.23 | 4,454.35 |
| Monthly | 7,939.97 | 8,336.97 | 8,753.82 | 9,191.51 | 9,651.08 |
| Annual | 95,279.63 | 100,043.61 | 105,045.79 | 110,298.08 | 115,812.98 |

| Housing & Economic Development Manager (MEA) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 68.6849 | 72.1192 | 75.7251 | 79.5114 | 83.4870 |
| Bi-Weekly | 5,494.79 | 5,769.53 | 6,058.01 | 6,360.91 | 6,678.96 |
| Monthly | 11,905.39 | 12,500.66 | 13,125.69 | 13,781.98 | 14,471.07 |
| Annual | 142,864.66 | 150,007.89 | 157,508.29 | 165,383.70 | 173,652.89 |

| Human Resource Manager (Non Bargaining- MEA) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 68.0071 | 71.4074 | 74.9778 | 78.7267 | 82.6630 |
| Bi-Weekly | 5,440.57 | 5,712.60 | 5,998.22 | 6,298.14 | 6,613.04 |
| Monthly | 11,787.89 | 12,377.29 | 12,996.15 | 13,645.96 | 14,328.26 |
| Annual | 141,454.74 | 148,527.47 | 155,953.85 | 163,751.54 | 171,939.12 |

| Human Resources Technician I (Non Bargaining- SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 41.4192 | 43.4902 | 45.6647 | 47.9479 | 50.3453 |
| Bi-Weekly | 3,313.54 | 3,479.22 | 3,653.18 | 3,835.84 | 4,027.63 |
| Monthly | 7,179.33 | 7,538.30 | 7,915.22 | 8,310.98 | 8,726.53 |
| Annual | 86,152.01 | 90,459.61 | 94,982.59 | 99,731.72 | 104,718.30 |

| Human Resources Technician II (Non Bargaining- SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 45.5612 | 47.8393 | 50.2312 | 52.7428 | 55.3799 |
| Bi-Weekly | 3,644.90 | 3,827.14 | 4,018.50 | 4,219.42 | 4,430.39 |
| Monthly | 7,897.27 | 8,292.14 | 8,706.75 | 9,142.08 | 9,599.19 |
| Annual | 94,767.29 | 99,505.66 | 104,480.94 | 109,704.99 | 115,190.24 |

| Information Technology Manager (MEA) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 75.0204 | 78.7715 | 82.7100 | 86.8455 | 91.1878 |
| Bi-Weekly | 6,001.63 | 6,301.72 | 6,616.80 | 6,947.64 | 7,295.02 |
| Monthly | 13,003.54 | 13,653.72 | 14,336.40 | 15,053.22 | 15,805.89 |
| Annual | 156,042.50 | 163,844.62 | 172,036.85 | 180,638.70 | 189,670.63 |

| Information Technology Specialist I (SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 36.6678 | 38.5012 | 40.4262 | 42.4476 | 44.5699 |
| Bi-Weekly | 2,933.42 | 3,080.09 | 3,234.10 | 3,395.80 | 3,565.59 |
| Monthly | 6,355.75 | 6,673.54 | 7,007.22 | 7,357.58 | 7,725.46 |
| Annual | 76,269.01 | 80,082.46 | 84,086.59 | 88,290.91 | 92,705.46 |

| Information Technology Specialist II (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 45.8075 | 48.0979 | 50.5028 | 53.0279 | 55.6793 |
| Bi-Weekly | 3,664.60 | 3,847.83 | 4,040.22 | 4,242.23 | 4,454.34 |
| Monthly | 7,939.97 | 8,336.96 | 8,753.81 | 9,191.50 | 9,651.08 |
| Annual | 95,279.60 | 100,043.58 | 105,045.76 | 110,298.04 | 115,812.95 |

| Kitchen Aide - (0.5 FTE, 1040 Hrs) (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 18.8601 | 19.8031 | 20.7933 | 21.8330 | 22.9246 |
| Bi-Weekly | 754.41 | 792.13 | 831.73 | 873.32 | 916.98 |
| Monthly | 1,634.55 | 1,716.27 | 1,802.09 | 1,892.19 | 1,986.80 |
| Annual | 19,614.54 | 20,595.27 | 21,625.03 | 22,706.28 | 23,841.60 |

| Maintenance Manager (MEA) | | | | | |
|----------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 66.8105 | 70.1510 | 73.6585 | 77.3415 | 81.2085 |
| Bi-Weekly | 5,344.84 | 5,612.08 | 5,892.68 | 6,187.32 | 6,496.68 |
| Monthly | 11,580.48 | 12,159.51 | 12,767.48 | 13,405.85 | 14,076.15 |
| Annual | 138,965.78 | 145,914.07 | 153,209.77 | 160,870.26 | 168,913.77 |

| Maintenance Worker I (SEIU) | | | | | |
|------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 29.9452 | 31.4424 | 33.0146 | 34.6653 | 36.3985 |
| Bi-Weekly | 2,395.61 | 2,515.39 | 2,641.16 | 2,773.22 | 2,911.88 |
| Monthly | 5,190.50 | 5,450.02 | 5,722.52 | 6,008.65 | 6,309.08 |
| Annual | 62,285.96 | 65,400.26 | 68,670.27 | 72,103.78 | 75,708.97 |

| Maintenance Worker II (SEIU) | | | | | |
|-------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 33.2834 | 34.9476 | 36.6950 | 38.5297 | 40.4562 |
| Bi-Weekly | 2,662.67 | 2,795.81 | 2,935.60 | 3,082.38 | 3,236.50 |
| Monthly | 5,769.12 | 6,057.58 | 6,360.46 | 6,678.48 | 7,012.41 |
| Annual | 69,229.48 | 72,690.96 | 76,325.51 | 80,141.78 | 84,148.87 |

| Maintenance Worker III (SEIU) | | | | | |
|--------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 37.0756 | 38.9294 | 40.8758 | 42.9196 | 45.0656 |
| Bi-Weekly | 2,966.05 | 3,114.35 | 3,270.07 | 3,433.57 | 3,605.25 |
| Monthly | 6,426.43 | 6,747.76 | 7,085.14 | 7,439.40 | 7,811.37 |
| Annual | 77,117.20 | 80,973.06 | 85,021.72 | 89,272.80 | 93,736.44 |

| Management Analyst I (MEA) | | | | | |
|-----------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 46.2317 | 48.5433 | 50.9704 | 53.5190 | 56.1949 |
| Bi-Weekly | 3,698.54 | 3,883.46 | 4,077.63 | 4,281.52 | 4,495.59 |
| Monthly | 8,013.49 | 8,414.17 | 8,834.88 | 9,276.62 | 9,740.45 |
| Annual | 96,161.91 | 100,970.01 | 106,018.51 | 111,319.43 | 116,885.40 |

| Management Analyst II (MEA) | | | | | |
|------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 55.5221 | 58.2982 | 61.2132 | 64.2738 | 67.4875 |
| Bi-Weekly | 4,441.77 | 4,663.86 | 4,897.05 | 5,141.91 | 5,399.00 |
| Monthly | 9,623.84 | 10,105.03 | 10,610.28 | 11,140.79 | 11,697.83 |
| Annual | 115,486.05 | 121,260.35 | 127,323.37 | 133,689.54 | 140,374.01 |

| Neighborhood Preservation Officer I (SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 37.0805 | 38.9345 | 40.8812 | 42.9253 | 45.0715 |
| Bi-Weekly | 2,966.44 | 3,114.76 | 3,270.50 | 3,434.02 | 3,605.72 |
| Monthly | 6,427.28 | 6,748.65 | 7,086.08 | 7,440.38 | 7,812.40 |
| Annual | 77,127.38 | 80,983.75 | 85,032.94 | 89,284.58 | 93,748.81 |

| Neighborhood Preservation Officer II (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 42.4903 | 44.6148 | 46.8456 | 49.1879 | 51.6472 |
| Bi-Weekly | 3,399.23 | 3,569.19 | 3,747.65 | 3,935.03 | 4,131.78 |
| Monthly | 7,364.99 | 7,733.24 | 8,119.90 | 8,525.89 | 8,952.19 |
| Annual | 88,379.86 | 92,798.85 | 97,438.80 | 102,310.74 | 107,426.27 |

| Nutrition Site Supervisor (0.75 FTE, 1560 Hrs) (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 23.0283 | 24.1797 | 25.3887 | 26.6582 | 27.9911 |
| Bi-Weekly | 1,381.70 | 1,450.78 | 1,523.32 | 1,599.49 | 1,679.46 |
| Monthly | 2,993.68 | 3,143.37 | 3,300.53 | 3,465.56 | 3,638.84 |
| Annual | 35,924.18 | 37,720.38 | 39,606.40 | 41,586.72 | 43,666.06 |

| Office Assistant (SEIU) | | | | | |
|--------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 28.7340 | 30.1707 | 31.6792 | 33.2632 | 34.9264 |
| Bi-Weekly | 2,298.72 | 2,413.66 | 2,534.34 | 2,661.06 | 2,794.11 |
| Monthly | 4,980.56 | 5,229.59 | 5,491.07 | 5,765.62 | 6,053.90 |
| Annual | 59,766.73 | 62,755.06 | 65,892.81 | 69,187.46 | 72,646.83 |

| Paralegal (Non Bargaining- SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 43.7484 | 45.9358 | 48.2326 | 50.6443 | 53.1765 |
| Bi-Weekly | 3,499.87 | 3,674.87 | 3,858.61 | 4,051.54 | 4,254.12 |
| Monthly | 7,583.06 | 7,962.21 | 8,360.32 | 8,778.34 | 9,217.26 |
| Annual | 90,996.73 | 95,546.56 | 100,323.89 | 105,340.09 | 110,607.09 |

| Planning Manager (MEA) | | | | | |
|-------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 70.0878 | 73.5922 | 77.2718 | 81.1354 | 85.1921 |
| Bi-Weekly | 5,607.02 | 5,887.37 | 6,181.74 | 6,490.83 | 6,815.37 |
| Monthly | 12,148.55 | 12,755.97 | 13,393.77 | 14,063.46 | 14,766.63 |
| Annual | 145,782.56 | 153,071.69 | 160,725.27 | 168,761.54 | 177,199.61 |

| Planning Permit Technician (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 33.0329 | 34.6846 | 36.4188 | 38.2397 | 40.1517 |
| Bi-Weekly | 2,642.63 | 2,774.77 | 2,913.50 | 3,059.18 | 3,212.14 |
| Monthly | 5,725.71 | 6,011.99 | 6,312.59 | 6,628.22 | 6,959.63 |
| Annual | 68,708.49 | 72,143.92 | 75,751.11 | 79,538.67 | 83,515.60 |

| Police Captain (Non Bargaining- MEA) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 90.1947 | 94.7045 | 99.4397 | 104.4117 | 109.6323 |
| Bi-Weekly | 7,215.58 | 7,576.36 | 7,955.18 | 8,352.93 | 8,770.58 |
| Monthly | 15,633.75 | 16,415.44 | 17,236.21 | 18,098.02 | 19,002.92 |
| Annual | 187,605.03 | 196,985.29 | 206,834.55 | 217,176.28 | 228,035.09 |

| Police Chief (Executive) | | | | | |
|----------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 99.8630 | 104.8562 | 110.0990 | 115.6040 | 121.3842 |
| Bi-Weekly | 7,989.04 | 8,388.50 | 8,807.92 | 9,248.32 | 9,710.73 |
| Monthly | 17,309.59 | 18,175.07 | 19,083.83 | 20,038.02 | 21,039.92 |
| Annual | 207,715.13 | 218,100.88 | 229,005.93 | 240,456.22 | 252,479.03 |

| Police Officer - Academy Graduate/ Basic (POA) | | | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
| Hourly | 49.5661 | 52.0444 | 54.6466 | 57.3790 | 60.2479 | 63.2603 | 66.4233 |
| Bi-Weekly | 4,163.55 | 4,371.73 | 4,590.32 | 4,819.83 | 5,060.83 | 5,313.87 | 5,579.56 |
| Monthly | 9,021.03 | 9,472.08 | 9,945.69 | 10,442.97 | 10,965.12 | 11,513.38 | 12,089.05 |
| Annual | 108,252.39 | 113,665.01 | 119,348.26 | 125,315.68 | 131,581.46 | 138,160.53 | 145,068.56 |

| Police Records Clerk I (SEIU) | | | | | |
|--------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 30.5421 | 32.0692 | 33.6727 | 35.3563 | 37.1241 |
| Bi-Weekly | 2,443.37 | 2,565.54 | 2,693.81 | 2,828.51 | 2,969.93 |
| Monthly | 5,293.97 | 5,558.66 | 5,836.60 | 6,128.43 | 6,434.85 |
| Annual | 63,527.60 | 66,703.98 | 70,039.18 | 73,541.13 | 77,218.19 |

| Police Records Clerk II (SEIU) | | | | | |
|---------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 33.9227 | 35.6188 | 37.3998 | 39.2698 | 41.2333 |
| Bi-Weekly | 2,713.82 | 2,849.51 | 2,991.98 | 3,141.58 | 3,298.66 |
| Monthly | 5,879.93 | 6,173.93 | 6,482.63 | 6,806.76 | 7,147.10 |
| Annual | 70,559.21 | 74,087.17 | 77,791.53 | 81,681.11 | 85,765.16 |

| Police Records Supervisor (MEA) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 42.5684 | 44.6968 | 46.9317 | 49.2782 | 51.7422 |
| Bi-Weekly | 3,405.47 | 3,575.75 | 3,754.53 | 3,942.26 | 4,139.37 |
| Monthly | 7,378.52 | 7,747.45 | 8,134.82 | 8,541.56 | 8,968.64 |
| Annual | 88,542.28 | 92,969.39 | 97,617.86 | 102,498.76 | 107,623.70 |

| Police Sergeant - Basic (POA) | | | | | | | |
|--------------------------------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E | Step F | Step G |
| Hourly | 59.5196 | 62.4956 | 65.6203 | 68.9013 | 72.3464 | 75.9637 | 79.7619 |
| Bi-Weekly | 4,999.64 | 5,249.63 | 5,512.11 | 5,787.71 | 6,077.10 | 6,380.95 | 6,700.00 |
| Monthly | 10,832.56 | 11,374.19 | 11,942.90 | 12,540.05 | 13,167.05 | 13,825.40 | 14,516.67 |
| Annual | 129,990.75 | 136,490.29 | 143,314.80 | 150,480.54 | 158,004.57 | 165,904.80 | 174,200.04 |

| Property and Evidence Technician (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 37.3838 | 39.2530 | 41.2157 | 43.2765 | 45.4403 |
| Bi-Weekly | 2,990.71 | 3,140.24 | 3,297.26 | 3,462.12 | 3,635.22 |
| Monthly | 6,479.87 | 6,803.86 | 7,144.05 | 7,501.26 | 7,876.32 |
| Annual | 77,758.40 | 81,646.32 | 85,728.64 | 90,015.07 | 94,515.82 |

| Public Works Director / District Engineer (Executive) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 97.2033 | 102.0634 | 107.1666 | 112.5249 | 118.1512 |
| Bi-Weekly | 7,776.26 | 8,165.07 | 8,573.33 | 9,001.99 | 9,452.09 |
| Monthly | 16,848.57 | 17,690.99 | 18,575.54 | 19,504.32 | 20,479.54 |
| Annual | 202,182.79 | 212,291.93 | 222,906.52 | 234,051.85 | 245,754.44 |

| Public Works Supervisor (MEA) | | | | | |
|--------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 53.8156 | 56.5064 | 59.3317 | 62.2983 | 65.4132 |
| Bi-Weekly | 4,305.25 | 4,520.51 | 4,746.54 | 4,983.87 | 5,233.06 |
| Monthly | 9,328.04 | 9,794.45 | 10,284.17 | 10,798.38 | 11,338.30 |
| Annual | 111,936.53 | 117,533.35 | 123,410.02 | 129,580.52 | 136,059.55 |

| Recreation Leader I FT (SEIU) | | | | | |
|--------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 17.9735 | 18.8722 | 19.8158 | 20.8066 | 21.8469 |
| Bi-Weekly | 1,437.88 | 1,509.77 | 1,585.26 | 1,664.53 | 1,747.75 |
| Monthly | 3,115.41 | 3,271.18 | 3,434.74 | 3,606.47 | 3,786.80 |
| Annual | 37,384.88 | 39,254.12 | 41,216.83 | 43,277.67 | 45,441.56 |

| Recreation Leader I (0.45 FTE, 936 Hrs) (Non Bargaining- SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 17.9735 | 18.8722 | 19.8158 | 20.8066 | 21.8469 |
| Bi-Weekly | 647.05 | 679.40 | 713.37 | 749.04 | 786.49 |
| Monthly | 1,401.93 | 1,472.03 | 1,545.63 | 1,622.91 | 1,704.06 |
| Annual | 16,823.20 | 17,664.36 | 18,547.57 | 19,474.95 | 20,448.70 |

| Recreation Leader II FT (SEIU) | | | | | |
|---------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 19.1788 | 20.1378 | 21.1447 | 22.2019 | 23.3120 |
| Bi-Weekly | 1,534.31 | 1,611.02 | 1,691.57 | 1,776.15 | 1,864.96 |
| Monthly | 3,324.33 | 3,490.55 | 3,665.08 | 3,848.33 | 4,040.75 |
| Annual | 39,892.00 | 41,886.60 | 43,980.93 | 46,179.97 | 48,488.97 |

| Recreation Leader II (0.45 FTE, 936 Hrs) (Non Bargaining- SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 19.1788 | 20.1378 | 21.1447 | 22.2019 | 23.3120 |
| Bi-Weekly | 690.44 | 724.96 | 761.21 | 799.27 | 839.23 |
| Monthly | 1,495.95 | 1,570.75 | 1,649.28 | 1,731.75 | 1,818.34 |
| Annual | 17,951.40 | 18,848.97 | 19,791.42 | 20,780.99 | 21,820.04 |

| Recreation Program Coordinator (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 37.0222 | 38.8733 | 40.8169 | 42.8578 | 45.0007 |
| Bi-Weekly | 2,961.77 | 3,109.86 | 3,265.36 | 3,428.62 | 3,600.05 |
| Monthly | 6,417.18 | 6,738.03 | 7,074.94 | 7,428.68 | 7,800.12 |
| Annual | 77,006.11 | 80,856.41 | 84,899.23 | 89,144.19 | 93,601.40 |

| Rent Stabilization Administrator (MEA) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 67.8723 | 71.2659 | 74.8292 | 78.5707 | 82.4992 |
| Bi-Weekly | 5,429.78 | 5,701.27 | 5,986.34 | 6,285.65 | 6,599.94 |
| Monthly | 11,764.53 | 12,352.76 | 12,970.40 | 13,618.92 | 14,299.86 |
| Annual | 141,174.41 | 148,233.13 | 155,644.78 | 163,427.02 | 171,598.37 |

| Rent Stabilization Program Coordinator I (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 38.1328 | 40.0395 | 42.0414 | 44.1435 | 46.3507 |
| Bi-Weekly | 3,050.63 | 3,203.16 | 3,363.32 | 3,531.48 | 3,708.06 |
| Monthly | 6,609.69 | 6,940.18 | 7,287.18 | 7,651.54 | 8,034.12 |
| Annual | 79,316.29 | 83,282.11 | 87,446.21 | 91,818.52 | 96,409.45 |

| Rent Stabilization Program Coordinator II (SEIU) | | | | | |
|---|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 45.8075 | 48.0978 | 50.5027 | 53.0279 | 55.6792 |
| Bi-Weekly | 3,664.60 | 3,847.83 | 4,040.22 | 4,242.23 | 4,454.34 |
| Monthly | 7,939.96 | 8,336.96 | 8,753.80 | 9,191.49 | 9,651.07 |
| Annual | 95,279.51 | 100,043.48 | 105,045.66 | 110,297.94 | 115,812.84 |

| Secretary I (SEIU) | | | | | |
|---------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 29.2663 | 30.7296 | 32.2661 | 33.8794 | 35.5734 |
| Bi-Weekly | 2,341.30 | 2,458.37 | 2,581.29 | 2,710.35 | 2,845.87 |
| Monthly | 5,072.83 | 5,326.47 | 5,592.79 | 5,872.43 | 6,166.05 |
| Annual | 60,873.91 | 63,917.61 | 67,113.49 | 70,469.16 | 73,992.62 |

| Secretary II (SEIU) | | | | | |
|----------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 32.6021 | 34.2322 | 35.9438 | 37.7410 | 39.6280 |
| Bi-Weekly | 2,608.17 | 2,738.57 | 2,875.50 | 3,019.28 | 3,170.24 |
| Monthly | 5,651.02 | 5,933.58 | 6,230.25 | 6,541.77 | 6,868.86 |
| Annual | 67,812.30 | 71,202.91 | 74,763.06 | 78,501.21 | 82,426.27 |

| Senior Accounting Technician (SEIU) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 36.7377 | 38.5745 | 40.5033 | 42.5284 | 44.6548 |
| Bi-Weekly | 2,939.01 | 3,085.96 | 3,240.26 | 3,402.27 | 3,572.39 |
| Monthly | 6,367.86 | 6,686.25 | 7,020.57 | 7,371.59 | 7,740.17 |
| Annual | 76,414.32 | 80,235.03 | 84,246.78 | 88,459.12 | 92,882.08 |

| Senior Engineer (MEA) | | | | | |
|------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 66.8104 | 70.1509 | 73.6585 | 77.3414 | 81.2085 |
| Bi-Weekly | 5,344.83 | 5,612.08 | 5,892.68 | 6,187.31 | 6,496.68 |
| Monthly | 11,580.47 | 12,159.50 | 12,767.47 | 13,405.85 | 14,076.14 |
| Annual | 138,965.68 | 145,913.96 | 153,209.66 | 160,870.14 | 168,913.65 |

| Senior Management Analyst (MEA) | | | | | |
|--|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 61.0744 | 64.1281 | 67.3345 | 70.7012 | 74.2363 |
| Bi-Weekly | 4,885.95 | 5,130.25 | 5,386.76 | 5,656.10 | 5,938.90 |
| Monthly | 10,586.22 | 11,115.53 | 11,671.31 | 12,254.87 | 12,867.62 |
| Annual | 127,034.65 | 133,386.38 | 140,055.70 | 147,058.49 | 154,411.41 |

| Senior Planner (MEA) | | | | | |
|-----------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 55.6386 | 58.4206 | 61.3416 | 64.4087 | 67.6291 |
| Bi-Weekly | 4,451.09 | 4,673.65 | 4,907.33 | 5,152.69 | 5,410.33 |
| Monthly | 9,644.03 | 10,126.23 | 10,632.54 | 11,164.17 | 11,722.38 |
| Annual | 115,728.38 | 121,514.80 | 127,590.54 | 133,970.07 | 140,668.57 |

| Support Services Manager (MEA) | | | | | |
|---------------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 60.6754 | 63.7092 | 66.8947 | 70.2394 | 73.7514 |
| Bi-Weekly | 4,854.04 | 5,096.74 | 5,351.57 | 5,619.15 | 5,900.11 |
| Monthly | 10,517.08 | 11,042.93 | 11,595.08 | 12,174.83 | 12,783.57 |
| Annual | 126,204.93 | 132,515.17 | 139,140.93 | 146,097.98 | 153,402.88 |

| Utility Manager (MEA) | | | | | |
|------------------------------|----------------|---------------|---------------|---------------|---------------|
| | Step A | Step B | Step C | Step D | Step E |
| Hourly | 75.1639 | 78.9220 | 82.8682 | 87.0116 | 91.3621 |
| Bi-Weekly | 6,013.11 | 6,313.76 | 6,629.45 | 6,960.92 | 7,308.97 |
| Monthly | 13,028.40 | 13,679.82 | 14,363.81 | 15,082.00 | 15,836.10 |
| Annual | 156,340.82 | 164,157.86 | 172,365.76 | 180,984.04 | 190,033.25 |

Van Driver (0.5 FTE, 1040 Hrs) (SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|-----------|-----------|-----------|
| Hourly | 25.0399 | 26.2919 | 27.6065 | 28.9868 | 30.4362 |
| Bi-Weekly | 1,001.60 | 1,051.68 | 1,104.26 | 1,159.47 | 1,217.45 |
| Monthly | 2,170.13 | 2,278.63 | 2,392.56 | 2,512.19 | 2,637.80 |
| Annual | 26,041.51 | 27,343.59 | 28,710.77 | 30,146.31 | 31,653.62 |

Temporary and Limited Duration Classifications**Human Resources Technician I (18 Month LTD) (Non Bargaining- SEIU)**

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|-----------|-----------|------------|
| Hourly | 41.4192 | 43.4902 | 45.6647 | 47.9479 | 50.3453 |
| Bi-Weekly | 3,313.54 | 3,479.22 | 3,653.18 | 3,835.84 | 4,027.63 |
| Monthly | 7,179.33 | 7,538.30 | 7,915.22 | 8,310.98 | 8,726.53 |
| Annual | 86,152.01 | 90,459.61 | 94,982.59 | 99,731.72 | 104,718.30 |

Human Resources Technician II (18 Month LTD) (Non Bargaining- SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|------------|------------|------------|
| Hourly | 45.5612 | 47.8393 | 50.2312 | 52.7428 | 55.3799 |
| Bi-Weekly | 3,644.90 | 3,827.14 | 4,018.50 | 4,219.42 | 4,430.39 |
| Monthly | 7,897.27 | 8,292.14 | 8,706.75 | 9,142.08 | 9,599.19 |
| Annual | 94,767.29 | 99,505.66 | 104,480.94 | 109,704.99 | 115,190.24 |

Management Analyst I (1 Year LTD) (Non Bargaining)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|------------|------------|------------|------------|
| Hourly | 46.2317 | 48.5433 | 50.9704 | 53.5190 | 56.1949 |
| Bi-Weekly | 3,698.54 | 3,883.46 | 4,077.63 | 4,281.52 | 4,495.59 |
| Monthly | 8,013.49 | 8,414.17 | 8,834.88 | 9,276.62 | 9,740.45 |
| Annual | 96,161.91 | 100,970.01 | 106,018.51 | 111,319.43 | 116,885.40 |

Management Analyst II (1 Year LTD) (Non Bargaining)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|------------|------------|------------|------------|
| Hourly | 55.5221 | 58.2982 | 61.2132 | 64.2738 | 67.4875 |
| Bi-Weekly | 4,441.77 | 4,663.86 | 4,897.05 | 5,141.91 | 5,399.00 |
| Monthly | 9,623.84 | 10,105.03 | 10,610.28 | 11,140.79 | 11,697.83 |
| Annual | 115,486.05 | 121,260.35 | 127,323.37 | 133,689.54 | 140,374.01 |

Police Recruit (Temporary- Non Bargaining)

| | | | | | |
|-----------|--|--|--|--|----------------|
| Hourly | | | | | 30.0000 |
| Bi-Weekly | | | | | 1,200.00 |
| Monthly | | | | | 2,600.00 |
| Annual | | | | | 31,200.00 |

Special Projects Manager (960 HRS LTD) (Temporary- Non Bargaining)

| | | | | | |
|-----------|--|--|--|----------------|-----------|
| Hourly | | | | 65.1000 | 69.3300 |
| Bi-Weekly | | | | 2,403.69 | 2,559.88 |
| Monthly | | | | 5,208.00 | 5,546.40 |
| Annual | | | | 62,496.00 | 66,556.80 |

Special Projects Manager (2 Year LTD) (Temporary- Non Bargaining)

| | | | | | |
|-----------|--|--|--|----------------|-----------|
| Hourly | | | | 65.1000 | 69.3300 |
| Bi-Weekly | | | | 2,403.69 | 2,559.88 |
| Monthly | | | | 5,208.00 | 5,546.40 |
| Annual | | | | 62,496.00 | 66,556.80 |

Utility Manager (6-Month LTD) (Non Bargaining- MEA)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|------------|------------|------------|------------|
| Hourly | 75.1639 | 78.9220 | 82.8682 | 87.0116 | 91.3621 |
| Bi-Weekly | 6,013.11 | 6,313.76 | 6,629.45 | 6,960.92 | 7,308.97 |
| Monthly | 13,028.40 | 13,679.82 | 14,363.81 | 15,082.00 | 15,836.10 |
| Annual | 156,340.82 | 164,157.86 | 172,365.76 | 180,984.04 | 190,033.25 |

Temporary Employee (Reso No. 4576) (Temporary- Non Bargaining)

| Step A | | | | | |
|-----------|----------------|--|--|--|----------|
| Hourly | 17.4500 | | | | 100.0000 |
| Bi-Weekly | | | | | |
| Monthly | | | | | |
| Annual | | | | | |

Housing Specialist I (1 Year LTD) (Non Bargaining- SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|-----------|-----------|-----------|-----------|
| Hourly | 36.6678 | 38.5012 | 40.4263 | 42.4476 | 44.5699 |
| Bi-Weekly | 2,933.42 | 3,080.10 | 3,234.10 | 3,395.81 | 3,565.60 |
| Monthly | 6,355.75 | 6,673.54 | 7,007.22 | 7,357.58 | 7,725.46 |
| Annual | 76,269.04 | 80,082.49 | 84,086.62 | 88,290.95 | 92,705.50 |

Housing Specialist II (1 Year LTD) (Non Bargaining- SEIU)

| | Step A | Step B | Step C | Step D | Step E |
|-----------|----------------|------------|------------|------------|------------|
| Hourly | 45.8075 | 48.0979 | 50.5028 | 53.0279 | 55.6793 |
| Bi-Weekly | 3,664.60 | 3,847.83 | 4,040.22 | 4,242.23 | 4,454.35 |
| Monthly | 7,939.97 | 8,336.97 | 8,753.82 | 9,191.51 | 9,651.08 |
| Annual | 95,279.63 | 100,043.61 | 105,045.79 | 110,298.08 | 115,812.98 |



EAST PALO ALTO CITY COUNCIL STAFF REPORT

DATE: June 17, 2025

TO: Honorable Mayor and Members of the City Council

VIA: Melvin E. Gaines, City Manager

BY: Karen Camacho, Housing & Economic Development Manager
Hanson Hom, Special Projects Manager
Amy Chen, Community & Economic Development Director

SUBJECT: Extension of Measure HH Pilot Workforce Development Program Agreements

Recommendation

Adopt a resolution:

1. Authorizing the City Manager to negotiate and execute amendments to the license and grant agreements with Live In Peace, JobTrain, and StreetCode Academy, in a form approved by the City Attorney, to extend the contract terms for the Pilot Workforce Development Program of each agreement through December 31, 2025, with the option for a one-year extension at the City Manager's discretion; and
2. Finding the proposed actions being considered do not constitute "Projects" within the meaning of the California Environmental Quality Act (CEQA), pursuant to CEQA Guideline section 15378 (b)(5), in that they are government administrative activities that will not result in direct or indirect changes in the environment.

Alignment with City Council Strategic Plan

This recommendation is primarily aligned with:

Priority: using, Economic and Workforce Development

Background

Measure HH is a tax revenue approved by East Palo Alto voters, which revenue is restricted to three uses: (1) affordable/supportive housing (minimum 35% of funds), (2) workforce

CONSENT ITEM 3.5

development in STEM and building trades, and (3) administration (maximum 15%). The City Council launched the Measure HH Pilot Workforce Development Program in March 2023 (“Pilot Phase I”), awarding JobTrain, Live In Peace, and StreetCode Academy a total of \$775,215 after a competitive request for proposals (“RFP”) process to provide job training, job placement, and support services. StreetCode Academy finished Pilot Phase I on August 31, 2024, while JobTrain and Live In Peace received an extension for Pilot Phase I until February 28, 2025. On July 15, 2025, third-party evaluation firm Informing Change will present an evaluation report with their findings and recommendations on the Pilot Workforce Development Program.

The Workforce Development Program Pilot Phase II (“Pilot Phase II”) was launched following the initial Pilot Phase I to allow the three selected contractors—Live In Peace, JobTrain, and StreetCode Academy—to continue providing job training, job placement, and support services to additional East Palo Alto residents. The City Council approved an additional allocation of \$366,418 in Measure HH funds on September 3, 2024, to support this phase, which ran for nine months from September 1, 2024, to May 30, 2025.

This staff report provides an update on the Measure HH Workforce Development Program Pilot Phase II. Staff recommends a seven-month extension of the agreements for JobTrain, Live In Peace, and StreetCode Academy, from May 30, 2025, to December 31, 2025, with no additional budget allocation. This extension will align the contract period with actual program activities and allow the organizations to capture and report comprehensive program outcomes.

Analysis

For Pilot Phase II of the Measure HH Pilot Workforce Development Program, the City of East Palo Alto allocated a total of \$366,418 in additional Measure HH funds to extend and expand workforce development services for East Palo Alto residents.

Pilot Phase II Funding Breakdown by Organization

- **JobTrain** received a total of \$110,801 for Pilot Phase II. This amount was further divided into:
 - \$50,988 for the STEM Program (supporting 8 participants in IT Service & Support and 2 in Advanced IT Network Plus)
 - \$59,813 for the Building Trades Program (supporting 7 participants in Building Maintenance and 3 in Project Build: Carpentry Pre-Apprenticeship)
- **Live In Peace** was allocated \$137,267 for Pilot Phase II. This funding supports up to 10 additional East Palo Alto residents in a variety of programs, including Year Up (IT support), Bay Area Medical Academy, CAL ACE Nursing Academy, Eden Area ROP (electrical), Western Allied Mechanical (mechanical), and Junior College Tracks 24.
- **StreetCode Academy** received \$118,350 for Pilot Phase II. This funding supports 10 additional participants in STEM-focused programs, including Creating Coding Careers, Cañada College Certifications, Grow with Google, Coursera, and California Department of Industrial Relations Apprenticeships 21.

CONSENT ITEM 3.5

The following table summarizes the City Council-approved allocations to the three organizations:

| Organization | Pilot Phase II Funding | Program Focus Areas | # Additional Participants |
|---------------------|-------------------------------|----------------------------|----------------------------------|
| JobTrain | \$110,801 | STEM & Building Trades | 20 (10 STEM, 10 Trades) |
| Live In Peace | \$137,267 | STEM & Building Trades | 10 |
| StreetCode Academy | \$118,350 | STEM | 10 |
| Total | \$366,418 | | 40 |

Pilot Phase II Program Expenditures To-Date

All three organizations have enrolled additional program participants with the Pilot Phase II funds: JobTrain – 10 participants; Live In Peace – 10 participants; and StreetCode Academy – 9 participant (1 pending). Funds were dispersed on a quarterly basis upon submittal of invoices and performance reports. Additionally, funds were dispersed per participant: 60% when a participant enrolled in a training course, and the remaining 40% at completion of the course. As of May 2025, 42% of the total funds had been expensed, for a remaining balance of \$213,251.80 across all four programs. Attachment 2 provides a breakdown of the Phase II fund expenditures by each organization to date.

All three organizations have submitted letters requesting an extension of their agreements (see Attachments 3, 4, and 5). While Phase II participants are currently enrolled in training programs, most have not completed their training yet which is a condition for the organizations to receive their remaining allocations under the agreements. However, it is expected that participants will complete their training by the end of 2025.

Below is a summary of the status of each organization’s Pilot Phase II Program as of May 30, 2025:

- *JobTrain Pilot Phase II Outcomes*

As of February 28, 2025, **JobTrain** has achieved its Pilot Phase II goal of enrolling a total of twenty new participants. Of the enrolled participants, 50% are youth (ages 18–24) and 45% are adults (25+ years). The cohort is 90% male, 5% female, and 5% did not disclose, with the majority identifying as Latinx (55%) and Black (23%). Most participants (84%) completed high school, and 55% were unemployed at the time of enrollment. 83% of participants across Pilot Phase I and Pilot Phase II have completed their training satisfactorily, with the highest completion rate in Project Build (100%), followed by IT Service & Support (81%), Building Maintenance (67%), and Advanced IT (50%). Students who did not complete their program satisfactorily either failed, voluntarily withdrew, or were removed due to absences. As of the most recent report, 75% of all JobTrain program completers (across both Pilot Phase I and

CONSENT ITEM 3.5

Pilot Phase II) have been placed in jobs, with an average starting wage of \$28.95 per hour.

- *Live In Peace Pilot Phase II Outcomes*

As of February 28, 2025, **Live In Peace** has achieved its Pilot Phase II goal of enrolling a total of ten new participants. Of the enrolled participants, 30% are youth (ages 18–24) and 70% are adults (25+ years). The cohort is 60% male and 40% female, with the majority identifying as Pacific Islander (50%), Biracial (30%), and Latinx (20%). All participants (100%) completed high school, and 60% were unemployed or underemployed at the time of enrollment. 94% of participants across Pilot Phase I and Pilot Phase II have either completed their training satisfactorily or are still enrolled and on track to complete. Among those who have completed their training across both Pilot Phase I and Pilot Phase II, 85% (11 out of 13) have secured jobs in their field with an average starting wage of \$28.93 per hour.

- *StreetCode Academy Phase II Outcomes*

As of May 30 2025, the **StreetCode Academy** has enrolled a total of nine new participants. Participant ages range from 20 years old to 77 years old. The cohort is 21% male and 79% female, with the majority identifying as Latinx (64%), Black (21%), Native Hawaiian or Pacific Islander (7%); 7% declined to state. Most participants (29%) have some college or training but no degree, while 21% completed college and 21% completed high school or the equivalent of a GED.¹ At the time of enrollment, 36% were working part-time, 21% were students, 14% were retired and 14% were looking for employment, and 7% were working full-time. 75% of participants across Pilot Phase I and Pilot Phase II have completed at least one certificate. One student was hired part-time after their training to provide Spanish translation. Income levels varied, with 21% earning between \$20,000 and \$30,000 annually, 14% earning up to \$20,000, and 14% earning between \$30,000 and \$50,000; 50% declined to state their income.

Next Steps

The contract extension through December 31, 2025, will align the contract period with actual program activities for the three organizations, and allow the organizations to capture and report comprehensive program outcomes. Staff anticipate issuing a new RFP for Workforce Development in early 2026 after City Council direction. The contract extensions will therefore not impact future workforce development programming.

Fiscal Impact

There is no fiscal impact for this item, as no additional funds are requested for this extension. The extension will utilize existing appropriations, and all expenditures will remain within the previously approved contract amounts.

¹ See performance report at <https://www.cityofepa.org/econdev/page/measure-hh-pilot-workforce-development-program> for more details.

 **CONSENT ITEM 3.5****Public Notice**

The public was provided notice by making the agenda and report available on the City's website and on a bulletin board located at City Hall: 2415 University Avenue, East Palo Alto.

Environmental

The action being considered by the City Council is exempt from the California Environmental Quality Act (CEQA) because it is not a "project" pursuant to 15378(b)(4) because it is a fiscal activity which does not involve any commitment to any specific project which may result in a potentially significant impact on the environment.

Government Code § 84308

Applicability of Levine Act: Yes.

Analysis of Levine Act Compliance: The signatories for each of these agreements are: Heather Starnes-Logwood, Executive Director, Live In Peace; Barrie R. Hathaway, President & CEO, JobTrain and Katherine F. Finnigan, Chief Development Officer, JobTrain; and Olatunde Sobomehin, Chief Executive Officer, StreetCode Academy. Staff is unaware of any other parties or participants relevant to the Council's consideration of this item.

Attachments

1. Resolution
2. Measure HH Pilot Program Phase II Expenditures Comparison Table
3. Letter Request for Extension from JobTrain
4. Letter Request for Extension from Live In Peace
5. Letter Request for Extension from StreetCode Academy

RESOLUTION NO. XX– 2025

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF EAST PALO ALTO**

**AUTHORIZING THE CITY MANAGER TO NEGOTIATE AND EXECUTE AMENDMENTS TO
THE LICENSE AND GRANT AGREEMENTS WITH JOBTAIN, STREETCODE ACADEMY,
AND LIVE IN PEACE TO EXTEND THE CONTRACT TERMS THROUGH DECEMBER 31, 2025,
WITH THE POSSIBILITY OF A ONE-YEAR EXTENSION AT THE CITY MANAGER’S
DISCRETION**

WHEREAS, on November 6, 2018, the residents of East Palo Alto approved Measure HH, a parcel tax on commercial office space of 25,000 square feet or more, to fund affordable housing and workforce development programs for East Palo Alto residents; and

WHEREAS, on November 15, 2022, the City Council appropriated an amount not to exceed \$775,215 from the Measure HH Fund to fund a Measure HH Pilot Workforce Development Program and authorized the City Manager to enter into agreements with Live In Peace, JobTrain, and StreetCode Academy for job training, job placement services, and support resources for East Palo Alto residents under the Measure HH Pilot Workforce Development Program (“Pilot Phase I”), with initial contract terms commencing on March 1, 2023, and subsequent extensions approved by Council through May 30, 2025; and

WHEREAS, on September 3, 2024, the City Council appropriated an additional \$366,418 from the Measure HH Fund to fund ten additional East Palo Alto residents in each program of the Measure HH Pilot Workforce Development Program (“Pilot Phase II”), and authorized the City Manager to negotiate and execute amendments to existing agreements to increase the not-to-exceed amounts and to extend the contract terms through May 30, 2025; and

WHEREAS, the City Council recognizes the importance of aligning contract periods with program activities and reporting requirements to ensure comprehensive outcome measurement and program effectiveness; and

WHEREAS, the City Council desires to extend the contract term for the Pilot Workforce Development Programs through December 31, 2025, with the possibility of up to a one-year extension at the City Manager’s discretion, to provide sufficient time for JobTrain, StreetCode Academy, and Live In Peace to complete all program activities and report program outcomes.

NOW, THEREFORE, BE IT RESOLVED THAT THE CITY COUNCIL OF THE CITY OF EAST PALO ALTO HEREBY:

1. Finds the foregoing recitals are true and correct, and are incorporated by this reference into this action;
2. Authorizes the City Manager to negotiate and execute amendments to the license and grant agreements with JobTrain, StreetCode Academy, and Live In Peace, in a form approved by the City Attorney, to extend the contract terms for each agreement through December 31, 2025, with the option for up to a one-year extension at the City Manager’s discretion; and
3. Finds that the proposed actions do not constitute “projects” within the meaning of the California Environmental Quality Act (“CEQA”) pursuant to CEQA Guidelines sections 15378(b)(4) and (5), as they are governmental fiscal, organizational, or administrative

activities that will not result in direct or indirect changes in the environment;

PASSED AND ADOPTED this 17th day of June 2025, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Martha Barragan, Mayor

ATTEST:

APPROVED AS TO FORM:

James Colin, City Clerk

John D. Lê, City Attorney

ATTACHMENT 2

Measure HH Workforce Development Pilot Program, Phase II Expenditures Comparison Table (September 1, 2024 - May 30, 2025)

| Program | Expended To-Date | Remaining Balance | Total Allocated | Total Targeted EPA Participants |
|--------------------|------------------|-------------------|-----------------|---------------------------------|
| Live In Peace | \$134,255.15 | \$3,011.85 | \$137,267 | 10 |
| JobTrain (Trades) | \$59,813 | \$0 | \$59,813 | 10 |
| JobTrain (STEM) | \$10,993 | \$39,995.00 | \$50,988 | 10 |
| StreetCode Academy | \$0 | \$118,350 | \$118,350 | 10 |
| Total | \$205,061.15 | \$161,356.85 | \$366,418 | 40 |
| Percentage | 56% | 44% | 100% | 100% |

NOTE: Table may not reflect all pending invoices for the most recent performance quarter ending May 30, 2025, that are currently being reviewed for payment.

ATTACHMENT 3



Board of Directors

Chair

Dan Finnigan

- Anjali Anagol-Subbarao
- Brian Beattie
- Mary Ellen Blair
- Juanita Croft
- Jim Dell
- Ellen Eder
- Emma Gordon
- Bruce Harrison
- Alex Holt
- H. Jaclyn Ishimaru-Gachina
- Mayuresh Kulkarni
- Richard Leong
- Kim Lopez
- Jennifer Mocer
- Siddharth Mundra
- Frank Quintanar
- Misti Sangani
- Cecilia Taylor
- Orlando White

Strategic Advisory Committee

Chair

Paul Chamberlain
Former Managing Director
Morgan Stanley

- Sukhinder Singh Cassidy**
CEO, Xero
- Dick Gould**, Former Director of
Tennis Stanford University
- Wade Loo**, Retired Partner
KPMG
- Ronnie Lott**
NFL Hall of Fame
- John Lovewell**, President
The Lovewell Company
- Hon. Becky Morgan**, President
Morgan Family Foundation
- Russell Pyne**, Managing Director
Atrium Capital
- John Sobrato**, Chairman
Sobrato Companies
- Tara VanDerveer**, Women's Head
Basketball Coach, Stanford

President & CEO
Barrie R. Hathaway



May 30, 2025

Housing and Economic Development

Karen Camacho, Manager City of East Palo Alto, CA 94303

Subject: Request for Extension – Measure HH STEM Program (Q8: Mar 2025 – May 2025)

On behalf of JobTrain, I am writing to formally request an extension of the Measure HH grant funding for our STEM and Building Trades Programs. The timing of the grant period is not in line with the ending of the timeline for cohorts already enrolled in our STEM and Building Trades Programs and the time necessary to reach all benchmarks. This request is based on the continued success and measurable outcomes of our Career Training and Education (CTE) Programs.

This no cost extension will provide JobTrain with the opportunity to continue supporting graduates who are in the job placement phase post-graduation. Currently, 27% of our Project Build alumni and 30% of our Information Technology alumni are either seeking employment or have not yet reported job placement. An extension would provide an opportunity to complete our performance metrics during the allotted timeframe of our recent graduates.

These outcomes underscore our unwavering dedication to workforce development and highlight the meaningful benefits that Measure HH funding has brought to our community. With an extension, we are excited about the prospect of furthering this progress and creating even more opportunities for residents.

We respectfully request an extension of the grant to allow us to fully continue delivering high-quality STEM and Building Trades job placement services.

Thank you for your continued support and consideration. Please let us know if any additional documentation or reporting is required.

Signed by:
Warm regards,
Suzanne Dedeaux
8F0E00B63F84448

Suzanne Dedeaux Ph. D
Chief Program Officer

ATTACHMENT 4

May 30, 2025

East Palo Alto City Council
2415 University Avenue
East Palo Alto, CA 94303

Dear Members of the City Council,

On behalf of Live In Peace, I am writing to respectfully request an extension for the use of funds awarded to our organization through the Measure HH Grant Program.

Our trainees are making strong progress and remain on track to complete their respective programs successfully. However, in order to ensure they can complete the program and we can appropriately invoice for the full funding, we are requesting additional time added through to the end of the calendar year, 2025.

An extension would allow us to meet the intended outcomes of the grant and ensure that all Measure HH funds are utilized as effectively and impactfully as planned.

Of note, since the February 28, 2025 report, we have seen 9 students complete their training programs successfully. One has already been hired with an HVAC company, four have their electrician e-cards, and four are actively working with our life coaches for placements in the Cyber Security field. While this brings our placement rate down for the moment, the most recent graduates from the electrician and cyber security programs graduated within the past week (May 20 and 27), we anticipate living wage jobs and careers in the near future.

Thank you for your continued partnership collectively investing in the future of our community. Please let us know if you need any further documentation or would like to discuss this request in more detail.

Sincerely,



Dr. Heather Starnes-Logwood, Ed.D.
Executive Director, Live In Peace

Date: Jun 3, 2025

To: **City of East Palo Alto**
2415 University Avenue
East Palo Alto, California 94303

Subject: **StreetCode Academy requests Phase II extension**

StreetCode Academy Work Innovation Program would like to extend the HH Grant Phase II Pilot Program through December 2025.

Between January and May of 2025, StreetCode enrolled 10 new students in Phase II of the program, which is an achievement considering our late start. This cohort is incredibly promising, with a diverse range of ages, backgrounds, and experiences. Many are just beginning their Google certificate courses, and most still need to make significant progress to complete their certificates. An extension would provide these dedicated students with the crucial time and support needed to successfully finish their courses and achieve their goals. Below is a summary of the **Pilot Phase II Outcomes To Date**.

We believe extending Phase II will maximize the impact of the program and ensure our students have the best possible chance at success.

Thank you for considering this request. I'm happy to discuss this further at your convenience.

Sincerely,



Olatunde Sobomehin
CEO, StreetCode Academy
2170 Capitol Avenue
East Palo Alto, CA 94303

StreetCode Academy Pilot Phase II Outcomes To Date summary

StreetCode Academy's Work Innovation Program successfully met its enrollment goals for Phase II by enrolling 10 new students despite a delayed start. Here's a breakdown of the cohort's demographics, educational background, employment status, income, and enrollment in subsequent programs:

Demographics

- **Age:** The students range in age from 20 to 77, with a median age of 30.
- **Gender:** The cohort is predominantly female (79%) and male (21%).
- **Ethnicity:** The majority of students are Hispanic (64%), followed by Black (21%), and Pacific Islander (7%). Seven percent of students declined to state their ethnicity.

Education and Language

- **Educational Attainment:** **Twenty-nine percent** of enrollees have some college experience, while **21%** hold either a high school diploma or a college degree.
- **Language:** **Forty percent** of the 10 students are Spanish-only speakers.

Employment and Income

- **Employment Status:** **Thirty-six percent** of the students are working part-time, and **21%** are currently students. Those not working but looking for employment, as well as retired individuals, each account for **14%**.
- **Income:** **Twenty-one percent** of students earn between **\$20,000 and \$30,000** annually. **Fourteen percent** earn up to **\$20,000**, and another **14%** earn between **\$30,000 and \$50,000**. **Fifty percent** of students declined to state their income.

Program Enrollment

- **SCA Classes:** There was a **100%** enrollment rate in StreetCode Academy (SCA) classes.
- **Google AI Essentials:** **Fifty percent** of the cohort has enrolled in Google AI Essentials.
- **Google Certificate Course:** **Thirty percent** of students still need to enroll in their first Google certificate course. **Twenty percent** completed at least 1 certificate course.



EAST PALO ALTO CITY COUNCIL STAFF REPORT

DATE: June 17, 2025
TO: Honorable Mayor and Members of the City Council
VIA: Melvin E. Gaines, City Manager
BY: James Colin, City Clerk
SUBJECT: City Council Meeting Minutes

Recommendation

Adopt June 17, 2025, City Council Meeting Minutes.

Attachments

1. May 20, 2025, City Council Meeting Minutes.



EAST PALO ALTO CITY COUNCIL REGULAR SESSION MINUTES

Tuesday, June 3, 2025, 6:30 PM
EPA Government Center
2415 University Avenue, First Floor
East Palo Alto, CA 94303

1. CALL TO ORDER AND ROLL CALL

The City Council meeting was called to order by Vice Mayor Dinan at 6:31 PM.

| Attendee Name | Title | Status | Left |
|-----------------|---------------|---------|------|
| Martha Barragan | Mayor | Remote | |
| Mark Dinan | Vice Mayor | Present | |
| Carlos Romero | Councilmember | Present | |
| Ruben Abrica | Councilmember | Present | |
| Webster Lincoln | Councilmember | Present | |

2. APPROVAL OF THE AGENDA

A motion to approve the agenda was made by Councilmember Romero, seconded by Mayor Barragan, and passed unanimously.

3. APPROVAL OF CONSENT CALENDAR

Councilmember Romero pulled item 3.6 for discussion.

A motion to approve the consent calendar was made by Councilmember Romero, seconded by Vice Mayor Dinan, and passed unanimously.

3.1 Gun Violence Awareness Day Proclamation

3.2 Pride Month Proclamation

3.3 Elder Frederick DuBlunch' Porche' Sr. Proclamation

3.4 City Council Meeting Minutes

3.5 Authorization to Apply for CalHome 2025

3.6 Approval of Resolution concerning appeal hearing for 1174 Laurel Avenue

4. EPASD BOARD MEETING ITEMS - NONE

5. PUBLIC COMMENT

The following speakers provided public comment:

- Michael Mashack
- Edison Lee
- Mike Uhila
- Gail Dixon
- Mark Hershman
- Bernice Turner
- Maureen Garland
- Kesha Weeks
- Luis Avalos
- Jeanne Yu
- Balvina
- Mario Pulido

6. INFORMATIONAL REPORTS

7. SPECIAL PRESENTATIONS

7.1 San Francisquito Creek Joint Powers Authority Presentation

Margaret Bruce, Executive Director at San Francisquito Creek Joint Powers Authority, provided a presentation and answered questions posed by the City Council.

The following speakers provided public comments:

- Gail Dixon
- Maureen Harland
- Robert Allen Fisk
- Mario Pulido
- Bernice Turner
- Jeff Poetsch

8. PUBLIC HEARINGS

9. POLICY AND ACTION

9.1 Commission Appointments

City Clerk, James Colin, facilitated the interviewing of the appointments for the Planning Commission. The council interviewed applicants and selected Michael Mashack and Robert Allen Fisk for the full regular terms. They also selected Christopher Kao as the alternate position.

9.2 FY2025–2029 Strategic Priorities Framework and FY2025–2027 Council Work Plan

Matt Raimi from Raimi and Associates and Orly Amey Assistant to the City Manager, provided a presentation on the FY2025–2029 Strategic Priorities Framework and FY2025–2027 Council Work Plan.

The following speakers provided public comments:

- Delyzio Amerson
- Omowale Satterwhite
- Sharifa Wilson

A motion to approve the item 9.2 was made by Mayor Barragan, seconded by Vice Mayor Dinan, and passed with Councilmember Lincoln abstaining.

10. CLOSED SESSION

10.1 CONFERENCE WITH REAL PROPERTY

NEGOTIATORS Property: 1180 Beech Street, East Palo Alto, CA 94303

Agency negotiator: Michelle Magarell, Deputy City Attorney, East Palo Alto

This item was not discussed.

10.2 CONFERENCE WITH LEGAL COUNSEL—EXISTING

LITIGATION (Government Code Section 54956.9(d)(1).) Case Name Unspecified.

John Le, City Attorney, reported that there was no reportable action, but that direction was given to staff.

11. COUNCIL REPORTS

12. ADJOURNMENT

This meeting was adjourned at 11:02 pm